



badgermutual.com

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CAREERS AT BADGER MUTUAL INSURANCE

HISTORIC COMPANY – START UP MENTALITY



The Heart of Your Insurance Protection



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Letter from the President/CEO, Dan Nigro

Since 1887, Badger Mutual has been providing quality insurance and superior customer service throughout our Midwest (WI, IL, MN, MI, IA) and Western (AZ, NV, UT, WY, ID) territories. Even still, after over 130 years, our commitment to personal service, superior protection, and peace of mind is exemplified in every policy we write.

Without a doubt, our employees are the key drivers of our success. Located in Milwaukee's revitalized Brewery District, it's second-nature for Badger employees, from our underwriters to our software engineers, to approach their career and the well-

being of our policyholders with the same Midwestern kindness and compassion they demonstrate in their everyday life.

From day one, our competitive edge has always been our ability to provide the human touch and earn the trust of our policyholders. For that reason, we make it a priority to provide an exciting, engaging corporate environment that inspires our employees to go that extra mile - for our agents, for our insureds, for the Milwaukee community, and for each other.

AS A BADGER EMPLOYEE, FIND COMFORT IN KNOWING THAT YOU HAVE THE OPPORTUNITY TO BUILD A CAREER WITH A COMPANY WHOSE FOUNDATION WAS BUILT UPON COMPASSION, PROTECTION, AND FOSTERING THE EDUCATION AND SUCCESS OF OUR EMPLOYEES.

DAN NIGRO

President/CEO

BENEFITS

At Badger Mutual Insurance, we take care of our policyholders when they need it most – but we also make it a priority to take care of our employees. Our comprehensive benefit plan allows employees to excel at serving our customers while maintaining a lifelong, successful career and building a financially stable, fulfilling life beyond our office walls.



FINANCIAL

- Competitive salary
- 401(K) Plan (with a minimum 50% corporate match up to the first 10% of contributions)
- Employee Profit Sharing
- 30% discount on your personal Badger Home/Auto/Renter's insurance premium
- Flexible Spending Account (FSA)
- 9 paid holidays per year
- Personal Time Off (PTO) with option to be paid out



HEALTH

- Medical, Dental & Vision Insurance for full-time employees - Up to 70% premium paid by Badger
- Free on-site health clinic for employees and their families
- Corporate Wellness Incentive Program
- Free access to Fitness Center
- Free access to licensed doctors by web, phone, or the Teladoc app



MISCELLANEOUS

- Free parking in an adjacent parking structure
- Group Life and Long Term Disability Insurance after one year of employment
- Paid Medical Leave (FMLA)
- Ability to work remotely from home
- Flexible scheduling, allowing for a 4-day work week
- Professional Development Opportunities
- Casual Dress Code

CAREERS

Our commitment to superior customer care and compassion starts with an outstanding team. The professional yet friendly work environment at Badger Mutual Insurance encourages employees to focus on their strengths and provides them with the opportunity to grow within the company.



UNDERWRITER

As an underwriter, you would be responsible for reviewing applications submitted by our independent agency force and determining if the risks are ones that qualify for our insurance protection.

Underwriters are required to think more strategically and analytically, as they review policies that are coming up for renewal, process endorsements,



and verify claim and billing activity. On-the-job training and continuous education is provided to make sure our underwriters learn the necessary information regarding insurance coverage, our policy contract, and underwriting guidelines.



CLAIM ADJUSTER

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After a claim or loss occurs, it is a claim adjuster's job to determine where coverage exists on a policy by investigating, settling, and authorizing payment on the loss. The investigation of losses includes obtaining police reports, photos, witness reports,

and recorded statements when necessary, and searching the internet for pertinent information. A claim adjuster's job is fast-paced and requires an individual who possesses compassion for those involved in the loss, while obtaining the necessary information from our concerned customers in an effective and sensitive manner.

Review our job openings and apply online to become part of the Badger Mutual Family.

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INTERNSHIP PROGRAM



INTERNS



Are you looking for a flexible work position during the summer? Badger Mutual offers students the opportunity to work 15-40 hours per week based on your availability and summer course schedule. Depending on departmental workload and your availability, we may also be able to extend your internship into the school year, customizing your work schedule based on your course schedule.

We are looking for interns to assist in our Claims, Underwriting, and Marketing departments. If you are a dependable individual with an eagerness to learn the ins-and-outs of the insurance industry, Badger Mutual is the place for you!

Pay: \$15/hr.

Upon graduation, a number of our past interns have been internally promoted as full-time employees. For example, our current Director of Marketing started his career at Badger Mutual as a data entry intern in underwriting, transferred to claims, became a Regional Manager traveling throughout our Western territories, and now leads the Marketing department. At Badger Mutual, the opportunities for growth and success are endless!

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IT TEAM



ONE OF A KIND!

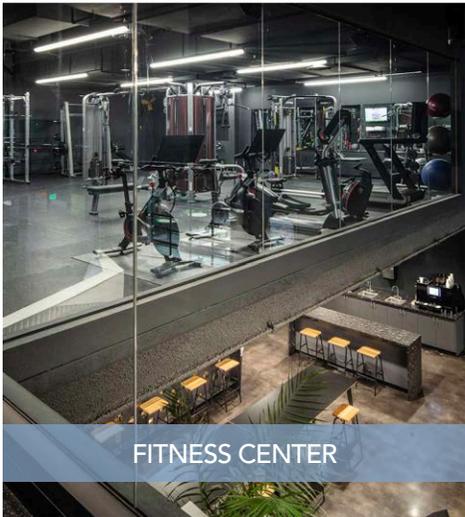
Our IT Department is the only one of its kind in the insurance industry today. While many companies have IT departments consisting of over 100 employees, Badger Mutual prides itself on its incredibly efficient and talented IT staff of only 6 employees. From network administrators, to software developers, to system analysts, our IT department is small and fast-paced, allowing employees to contribute to all aspects of a project from start to finish.

Their responsibilities include designing, developing, and maintaining software with .NET (web and client) and Microsoft SQL, as well as managing Badger's state of the art, ever-growing network infrastructure.

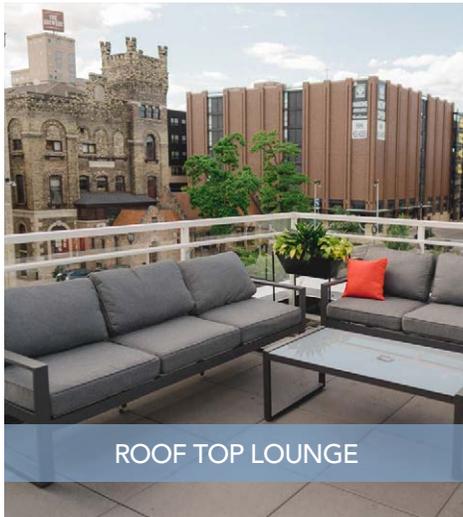
As Badger Mutual continues to build and develop its internal rating system and online agency portal, we are open to building our IT Team. If you enjoy working in a collaborative team environment and have sufficient program development, software, and computer engineering skills, our IT Department may be the perfect fit for you!

MODERN WORKSPACE IN MILWAUKEE'S BREWERY DISTRICT

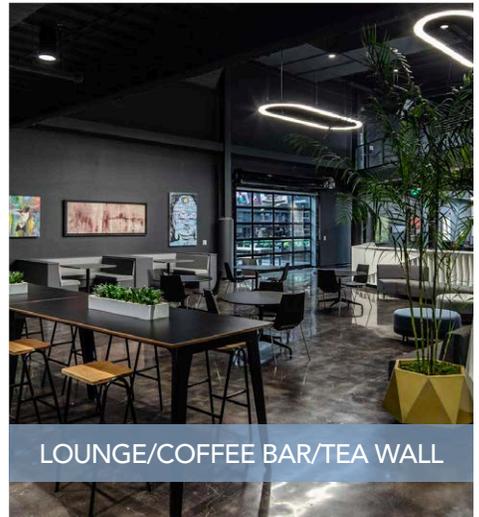
Located at **The 42 Factory Office Suites** alongside **Glass + Griddle** and **MKE Brewery**, employees are within walking distance of parks, shops, and restaurants. The *Deer District*, *Historic Third Ward*, *Walker's Point*, *Summerfest* grounds, and many other MKE hotspots are just minutes away.



FITNESS CENTER



ROOF TOP LOUNGE



LOUNGE/COFFEE BAR/TEA WALL



GOLF SIMULATOR



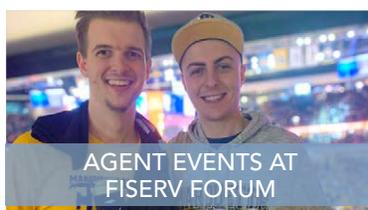
ONSITE HEALTH CLINIC



SOCIAL STAIRCASE

BADGER MUTUAL FAMILY

Undoubtedly, our employees are a family – the Badger Mutual Family. Day in and day out, we support each other, celebrate each other's successes, provide comfort and laughter during the tough times, and come together to ensure we remain the same successful, kind-hearted company we were when we wrote our first policy 130 years ago.



BADGER IN THE COMMUNITY

Our employees continue to dedicate their time and talent to many charities within the community, with special attention to charities located in our immediate neighborhood.



Badger Mutual is proud to support our community partners that help strengthen our neighborhoods, inspire our youth, celebrate diversity, and enrich our community:

 **Make-A-Wish Wisconsin** Since its founding in 1984, nearly 5,000 children and families battling life-threatening medical conditions throughout the state have experienced the transformative power of a wish.

 **United Way** is a nonprofit organization that brings together partners from various organizations to work toward common goals, resulting in a better quality of life for all.

 **Cristo Rey Jesuit High School - Milwaukee** uses an innovative work-study program to provide a comprehensive, affordable, Catholic education to students who come from families with limited financial means. All students work five full days per month at companies across the greater Milwaukee area, including Badger Mutual.

 **United Community Center (UCC)** provides programs in education, cultural arts, recreation, community development, and health and human services to help individuals achieve their full potential by focusing on cultural heritage as a means of personal development.

 **Boys & Girls Clubs of Greater Milwaukee** has been helping local kids and teens since 1887. Today it is the largest youth-serving agency in the city and has grown to be one of the largest Boys & Girls Clubs organizations in the country.

 **Sojourner Family Peace Center** is the largest nonprofit provider of domestic violence prevention and intervention services in Wisconsin, serving over 9,500 individuals every year.

 **LOTUS Legal Clinic** provides free legal counsel to survivors of gender-based violence and human trafficking.

"Why did I choose to work at Badger Mutual? The culture and atmosphere made it a clear decision. HR made me feel very comfortable, reassuring me that I would be working with a good-natured company. Dedication to their community speaks to the company's good will – that's important for me."

- D. McNeely, Claims Examiner



"At Badger Mutual, I see a company that does more than make a donation. We're a civic leader in Milwaukee, dedicated to programs that benefit the city. Our business is equally committed to doing what's best for both the community and those who trust us with their property and security."

- J. Gaw, Claims Consultant

"I am still impressed by the close-knit family atmosphere at Badger Mutual. We care for our policyholders that same way."

- T. Protz, Account Underwriter



"At all levels, their executives and staff are approachable and considerate. On those rare occasions when justified change of direction is needed, Badger Mutual communicates clearly with its agents, working in true partnership. In an industry where competitors are growing ever more impersonal, Badger Mutual stands out from the competition."

- W. Thew, Independent Agent & President of Flagstaff Insurance in Phoenix, AZ



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